

Town of Brookline

# Classification & Pay Plan



July 1, 2011

# **Brookline Classification & Pay Plan**

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## Building Maintenance Rate Schedule & Classifications

**Rates Effective July 1, 2011**

**40 Hours Per Week**

<u>Grade</u>		<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
<b>MN-1</b>						
40.00 hours		\$15.6795	\$15.8755	\$16.0740	\$16.2749	\$16.4783
	Houseworker					
<b>MN-2</b>						
40.00 hours		\$20.5794	\$20.8366	\$21.0971	\$21.3608	\$21.6278
37.50 hours		\$21.9514	\$22.2257	\$22.5036	\$22.7848	\$23.0696
	Building Custodian					
<b>MN-3</b>						
40.00 hours		\$22.3800	\$22.6599	\$22.9431	\$23.2299	\$23.5203
	Maintenance Craftsperson					
<b>MN-4</b>						
40.00 hours		\$23.2752	\$23.5662	\$23.8608	\$24.1591	\$24.4611
	Sr. Building Custodian					
	Building Custodian-Recreation					
<b>MN-5</b>						
40.00 hours		\$25.0209	\$25.3337	\$25.6504	\$25.9710	\$26.2956
	Sr. Maintenance Craftsperson					
	Sr. Maintenance Craftsperson/Electrician					

## Clerical Rate Schedule

**Rates Effective July 1, 2011**

**37.5 and 40 Hours Per Week**

<u>Grade</u>	<u>Step 1</u>	<u>Step 2*</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>
<b>C4</b>	\$19.2794	\$19.5888	\$19.8167	\$19.9096	\$20.0024	\$20.2024
<b>C5</b>	\$20.3760	\$20.6854	\$20.9130	\$21.0059	\$21.0987	\$21.3097
<b>C6</b>	\$21.0810	\$21.3904	\$21.6184	\$21.7112	\$21.8040	\$22.0220
<b>C7</b>	\$21.6557	\$21.9651	\$22.1936	\$22.2865	\$22.3793	\$22.6031
<b>C8</b>	\$22.5629	\$22.8723	\$23.0997	\$23.1925	\$23.2853	\$23.5181
<b>C9</b>	\$23.2686	\$23.5780	\$23.8050	\$23.8978	\$23.9906	\$24.2305
<b>C10</b>	\$25.4886	\$25.7980	\$26.0638	\$26.1876	\$26.3113	\$26.5745

\*7<sup>th</sup> month increase

# Clerical Classifications

**Effective July 1, 2011**

## **Grade      Classifications**

<b>C-4</b>	<table border="1"> <tr> <td>Code Development Secretary- Planning Receptionist Sr. Clerk Typist - Recreation Account Audit Clerk - Comptroller Sr. Clerk Typist – Building Sr. Clerk Typist - Health Sr. Clerk Typist – DPW Administration Sr. Clerk Typist - ELC</td><td>Sr. Clerk Typist/Receptionist – Recreation Sr. Clerk Typist – Police Records Office Assistant - Selectmen Sr. Clerk Typist – Treasurer Sr. Clerk Typist – Town Counsel</td></tr> </table>	Code Development Secretary- Planning Receptionist Sr. Clerk Typist - Recreation Account Audit Clerk - Comptroller Sr. Clerk Typist – Building Sr. Clerk Typist - Health Sr. Clerk Typist – DPW Administration Sr. Clerk Typist - ELC	Sr. Clerk Typist/Receptionist – Recreation Sr. Clerk Typist – Police Records Office Assistant - Selectmen Sr. Clerk Typist – Treasurer Sr. Clerk Typist – Town Counsel
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<b>C-5</b>	<table border="1"> <tr> <td>Account/Audit Clerk– Comptroller Sr. Clerk Stenographer – Health Sr. Office Assistant - Payroll Sr. Office Assistant – Payroll Sr. Clerk Typist – Police Traffic</td><td>Sr. Account/Audit Clerk A – PSBO Sr. Office Assistant - Purchasing Sr. Office Assistant - Treasury</td></tr> </table>	Account/Audit Clerk– Comptroller Sr. Clerk Stenographer – Health Sr. Office Assistant - Payroll Sr. Office Assistant – Payroll Sr. Clerk Typist – Police Traffic	Sr. Account/Audit Clerk A – PSBO Sr. Office Assistant - Purchasing Sr. Office Assistant - Treasury
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<b>C-6</b>	<table border="1"> <tr> <td>Sr. Account Audit Clerk - Comptroller Sr. Clerk Typist – Town Clerk Sr. Office Assistant/Accounts Receivable - Treasury</td><td></td></tr> </table>	Sr. Account Audit Clerk - Comptroller Sr. Clerk Typist – Town Clerk Sr. Office Assistant/Accounts Receivable - Treasury	
Sr. Account Audit Clerk - Comptroller Sr. Clerk Typist – Town Clerk Sr. Office Assistant/Accounts Receivable - Treasury			
<b>C-7</b>	<table border="1"> <tr> <td>Sr. Clerk Typist – Council on Aging Sr. Clerk Typist/Cashier – Police Traffic Sr. Account/Audit Clerk B – PSBO Sr. Clerk Secretary – Selectmen Principal Clerk – Town Clerk</td><td></td></tr> </table>	Sr. Clerk Typist – Council on Aging Sr. Clerk Typist/Cashier – Police Traffic Sr. Account/Audit Clerk B – PSBO Sr. Clerk Secretary – Selectmen Principal Clerk – Town Clerk	
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<b>C-8</b>	<table border="1"> <tr> <td>Administrative Assistant - DPW/Hgwy* Administrative Assistant - DPW/Eng Administrative Assistant - DPW/Park* Administrative Assistant- Town Clerk Conservation Assistant - DPW Park Data Controller - Information Technology</td><td>Fire Prevention Clerk Head Clerk - Veterans Principal Office Assistant - Assessors Principal Clerk - Human Resources Sr. Clerk Typist - DPW Water &amp; Sewer</td></tr> </table>	Administrative Assistant - DPW/Hgwy* Administrative Assistant - DPW/Eng Administrative Assistant - DPW/Park* Administrative Assistant- Town Clerk Conservation Assistant - DPW Park Data Controller - Information Technology	Fire Prevention Clerk Head Clerk - Veterans Principal Office Assistant - Assessors Principal Clerk - Human Resources Sr. Clerk Typist - DPW Water & Sewer
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<b>C-9</b>	<table border="1"> <tr> <td>Bookkeeper/Accountant I – Public Buildings* Buyer – Purchasing Head Cashier – Treasurer Paralegal Secretary – Town Counsel Recording Secretary - Selectmen</td><td></td></tr> </table>	Bookkeeper/Accountant I – Public Buildings* Buyer – Purchasing Head Cashier – Treasurer Paralegal Secretary – Town Counsel Recording Secretary - Selectmen	
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<b>C-10</b>	<table border="1"> <tr> <td>Accounting/Systems Assistant – DPW Administration Administrative Head Clerk – Public Buildings* Administrative Head Clerk- Building Administrative Head Clerk – Health Administrative Head Clerk - Planning &amp; Community Development Executive Assistant to the Advisory Committee Executive Assistant to the Chief of Police Fiscal Assistant – Planning &amp; Comm. Development</td><td></td></tr> </table>	Accounting/Systems Assistant – DPW Administration Administrative Head Clerk – Public Buildings* Administrative Head Clerk- Building Administrative Head Clerk – Health Administrative Head Clerk - Planning & Community Development Executive Assistant to the Advisory Committee Executive Assistant to the Chief of Police Fiscal Assistant – Planning & Comm. Development	
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\*40 hour per week classifications.

## **Emergency Telecommunications Dispatch**

### **Rate Schedule & Classifications**

**Rates Effective July 1, 2011**

**40 Hours Per Week**

<b>Grade</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>
<b>ETD</b>	\$20.8722	\$21.0778	\$21.2951

Emergency Telecommunications Dispatcher

<b>FAO/ETD</b>	-	-	\$23.8784
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Emergency Telecommunications Dispatcher/Fire Alarm Operator

## Engineering Rate Schedule & Classifications

**Rates Effective July 1, 2011**

**37.5 Hours Per Week**

<b>Grade</b>	<b>Year</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>
<b>EN-02</b>	7/1/11	\$29.6650	\$30.1930	\$30.7306	\$31.2777	\$31.8343	\$32.4009	\$32.9776	\$33.5646
	1/1/12	\$29.8133	\$30.3439	\$30.8842	\$31.4340	\$31.9934	\$32.5629	\$33.1424	\$33.7324
		Permit Inspector							
<b>EN-03</b>	7/1/11	\$31.4520	\$32.0234	\$32.5936	\$33.1738	\$33.7640	\$34.3653	\$34.9769	\$35.5995
	1/1/12	\$31.6092	\$32.1835	\$32.7565	\$33.3396	\$33.9328	\$34.5371	\$35.1517	\$35.7774
		Civil Engineer III							
<b>EN-04</b>	7/1/11	\$35.3335	\$35.9624	\$36.6025	\$37.2540	\$37.9173	\$38.5701	\$39.2567	\$39.9554
	1/1/12	\$35.5101	\$36.1422	\$36.7855	\$37.4402	\$38.1068	\$38.7629	\$39.4529	\$40.1551
		Civil Engineer IV Transportation Engineer							
<b>EN-05</b>	7/1/11	\$37.8068	\$38.4797	\$39.1646	\$39.8617	\$40.5715	\$41.2700	\$42.0046	\$42.7522
	1/1/12	\$37.9958	\$38.6720	\$39.3604	\$40.0610	\$40.7743	\$41.4763	\$42.2146	\$42.9659
		Civil Engineer V Project Coordinator Environmental Engineer							

## **Fire Rate Schedule & Classifications**

**Rates as of July 1, 2011\***

**42 Hours Per Week**

<b>Grade</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>
<b>F-1</b>	\$20.4924	\$21.6978	\$22.9031	\$24.1084
	Firefighter			
<b>F-2</b>				\$28.9302
	Fire Lieutenant			
<b>F-3</b>				\$33.8481
	Fire Captain			
<b>F-4</b>				\$39.6026
	Deputy Fire Chief			

\* Rates as per the most recent Memorandum of Agreement



## General Rate Schedule

**Rates Effective July 1, 2011\***

**37.5 and 40 Hours Per Week**

<u>Grade</u>	<u>Hours</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
<b>GN-1</b>	40 hours	\$13.6024	\$13.8268	\$14.0550	\$14.2869
	37.5 hours	\$14.5092	\$14.7486	\$14.9920	\$15.2393
<b>GN-2</b>	40 hours	\$14.6566	\$14.8984	\$15.1442	\$15.3941
	37.5 hours	\$15.6337	\$15.8916	\$16.1538	\$16.4204
<b>GN-3</b>	40 hours	\$16.1222	\$16.3882	\$16.6586	\$16.9335
	37.5 hours	\$17.1970	\$17.4808	\$17.7692	\$18.0624
<b>GN-4</b>	40 hours	\$18.0569	\$18.3548	\$18.6577	\$18.9655
	37.5 hours	\$19.2607	\$19.5785	\$19.9015	\$20.2299
<b>GN-5</b>	40 hours	\$20.1334	\$20.4656	\$20.8033	\$21.1466
	37.5 hours	\$21.4757	\$21.8300	\$22.1902	\$22.5563
<b>GN-6</b>	40 hours	\$21.4421	\$21.7959	\$22.1555	\$22.5211
	37.5 hours	\$22.8716	\$23.2490	\$23.6326	\$24.0225
<b>GN-7</b>	40 hours	\$23.1575	\$23.5396	\$23.9280	\$24.3228
	37.5 hours	\$24.7013	\$25.1089	\$25.5232	\$25.9443
<b>GN-8</b>	40 hours	\$25.1722	\$25.5875	\$26.0097	\$26.4389
	37.5 hours	\$26.8503	\$27.2933	\$27.7437	\$28.2015
<b>GN-9</b>	40 hours	\$26.1791	\$26.6110	\$27.0501	\$27.4964
	37.5 hours	\$27.9243	\$28.3851	\$28.8534	\$29.3295
<b>GN-10</b>	40 hours	\$27.5535	\$28.0081	\$28.4702	\$28.9400
	37.5 hours	\$29.3904	\$29.8753	\$30.3682	\$30.8693
<b>GN-11</b>	40 hours	\$30.0333	\$30.5288	\$31.0325	\$31.5446
	37.5 hours	\$32.0355	\$32.5641	\$33.1014	\$33.6476
<b>GN-12</b>	40 hours	\$30.9343	\$31.4447	\$31.9635	\$32.4909
	37.5 hours	\$32.9966	\$33.5410	\$34.0944	\$34.6570
<b>GN-13</b>	40 hours	\$32.2490	\$32.7811	\$33.3220	\$33.8718
	37.5 hours	\$34.3989	\$34.9665	\$35.5434	\$36.1299

## General Classifications

<b><u>Grade</u></b>	<b><u>Classification</u></b>	
<b>GN-1</b>	Mail Clerk	
<b>GN-2</b>	Assistant Teacher – Early Learning Center	
	Group Leader - COA	
<b>GN-3</b>	Teacher – Early Learning Center	
	Bus Driver	
<b>GN-4</b>	Lead Teacher – Early Learning Center	
<b>GN-5</b>		
	Sealer of Weights and Measures	
<b>GN-6</b>	Supervisor of Mailing/Printing Services	
<b>GN-7</b>	Assistant Superintendent of Golf	Meter Collector
	Administrator/Lead Teacher–Early Learning Center	Recreation Leader
	Environmental Educator & Outreach Coordinator	Recreation Leader-Day Camps
	Recreation Leader-Asst. Dir. Aquatics	
<b>GN-8</b>	Backflow Prevention Technician	Park Ranger
	Environmental Health Specialist	Signal Maintainer
	Head Golf Pro/Rink Manager	Water Meter Foreman
	Office Manager-Police Records, Traffic & Parking	
<b>GN-9</b>	Athletic Fields Supervisor	Water Service Inspector
	Cemetery Supervisor	Utilities Foreman
	Sanitation Foreman	
<b>GN-10</b>	Area Manager/Aquatic Director	Foreman-Fire Apparatus Repair
	Area Manager/ Recreation Programs	Planner
	Assistant Assessor/Field Appraiser	Recreation Business Manager
	Director – Early Learning Center	Senior Public Health Inspector
<b>GN-11</b>	Housing Project Planner	
	Motor Equipment Repair Foreman - Hgwy	
	Public Health Sanitarian	
<b>GN-12</b>	Local Building Inspector	
<b>GN-13</b>	Division Foreman- Water	Plumbing & Gas Inspector
	Electrical Inspector	Senior Planner
	General Foreman-Highway	Superintendent of Golf
	General Foreman-Park	Traffic & Fire Alarm Sys. Supv.

## Labor Rate Schedule & Classifications

**Rates Effective July 1, 2011**

**40 Hours Per Week**

<b>Grade</b>	<b>Classifications</b>	<b>Rate</b>
<b>LN 1</b>	Laborer	\$19.6422
<b>LN 2</b>	Gardener Laborer Motor Equipment Operator I Laborer Painter Laborer Pipelayer Laborer	\$20.7211
<b>LN 3</b>	Carpenter Laborer Craftsperson Highway Maintenance Craftsperson Mason Motor Equipment Operator II Park Maintenance Craftsperson Transfer Station Scale Operator Utilities Craftsperson Water Meter Reader Water Meter Serviceperson Water Works Service Person	\$21.6608
<b>LN 4</b>		\$23.0183
<b>LN 5</b>	Motor Equipment Operator III Sanitation Truck Supervisor	\$24.1089
<b>LN 6</b>	Motor Equipment Repairperson Storekeeper Working Foreman Highway Working Foreman Utilities Zone Manager- Forestry Zone Manager	\$24.5962
<b>LN 7</b>	Fire Apparatus Repairperson Motor Equipment Repair Foreman W&S Supervisor of Construction Trades Traffic Systems Technician Welder/Metal Fabricator WF Motor Equipment Repair	\$25.4780

## Library Rate Schedules & Classifications

**Rates Effective July 1, 2011**

37 hours per Week

### Professional Rate Schedule Classifications

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
<b>K-6</b>	\$23.2293	\$23.6644	\$24.0987	\$24.5740	\$24.9629	\$25.3942	\$25.8278	\$26.2606	\$26.6942
		<b>Librarian I</b>							
<b>K-7</b>	\$26.0524	\$26.5852	\$27.0725	\$27.5569	\$28.0449	\$28.5329	\$29.0202	\$29.5031	\$29.9934
		<b>Librarian II</b>							
<b>K-8</b>	\$29.2993	\$29.8434	\$30.3851	\$30.9254	\$31.4635	\$32.0030	\$32.5448	\$33.0836	\$33.6269
		<b>Librarian III</b>							
<b>K-9</b>	\$32.2139	\$32.7992	\$33.3853	\$33.9691	\$34.5529	\$35.1382	\$35.7235	\$36.3081	\$36.8970
		<b>Librarian IV</b>							

### Para-Professional Rate Schedule

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
<b>K-1</b>	\$15.9758	\$16.4552	\$16.9488	\$17.4573	\$17.9808	\$18.5204
	<b>Library Assistant I</b>					
<b>K-2</b>	\$17.5733	\$18.1005	\$18.6435	\$19.2027	\$19.7789	\$20.3723
	<b>Library Assistant II</b>					
<b>K-3</b>	\$18.7157	\$19.2772	\$19.8556	\$20.4513	\$21.0646	\$21.6964
	<b>Library Assistant III</b>					

## **Library Rate Schedule & Classifications**

**Rates Effective July 1, 2011**

**Part-Time**

### **Library Page Classifications**

<b>Grade</b>	<b>Flat Rate</b>
LP1 - Library Page Level 1	\$9.6227
LP2 - Library Page Level 2	\$10.8591
LP3 - Library Page Level 3	\$12.1160
LPS - Senior Library Page	\$12.4331
LPM - Library Monitor	\$12.4331

### **Library Administrative Rate Schedule & Classifications**

**37 Hours Per Week**

<b>Grade</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>
	\$22.654					
KA-05	3 \$22.9117	\$23.1677	\$23.4240	\$23.6821	\$23.9188	
	<b>Bookkeeper/Asst. to Town Librarian</b>					
	<b>Library Secretary</b>					
KA-06	\$23.2294	\$23.6645	\$24.0988	\$24.5739	\$24.9627	\$25.3943
	<b>Circulation Supervisor</b>					

# Mid-Management, Technical and Professional Rate Schedule

Rates Effective July 1, 2011

Grade	Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
T-1	37.50	\$20.439 7	\$20.8036	\$21.173 9	\$21.550 8	\$21.934 4	\$22.3248	\$22.722 2	\$23.126 6
		\$22.074 9		\$22.867 8	\$23.274 8	\$23.689 1		\$24.540 0	\$24.976 8
T-2	37.50	\$23.840 9	\$24.2653	\$24.697 2	\$25.136 8	\$25.584 3	\$26.0397	\$26.503 2	\$26.974 9
		\$25.748 2		\$26.673 0	\$27.147 8	\$27.631 0		\$28.623 4	\$29.132 9
T-3	37.50	\$27.808 0	\$28.3030	\$28.806 8	\$29.319 6	\$29.841 5	\$30.3727	\$30.913 3	\$31.463 5
		\$30.032 7		\$31.111 4	\$31.665 2	\$32.228 8		\$33.386 3	\$33.980 6
T-4	37.50	\$28.155 6	\$28.6568	\$29.166 0	\$29.686 1	\$30.214 5	\$30.7523	\$31.299 7	\$31.856 2
		\$32.435 3		\$33.600 3	\$34.198 4	\$34.807 1		\$36.057 3	\$36.699 1
T-5	37.50	\$30.408 1	\$30.9494	\$31.500 0	\$32.061 0	\$32.631 7	\$33.2125	\$33.803 7	\$34.405 1
		\$33.732 7		\$34.944 3	\$35.566 3	\$36.199 4		\$37.499 5	\$38.167 0
T-6	37.50	\$31.624 1	\$32.1873	\$32.760 2	\$33.343 1	\$33.936 0	\$34.5410	\$35.155 2	\$35.781 6
		\$35.082 0		\$36.342 1	\$36.989 0	\$37.647 4		\$38.999 5	\$39.693 7
T-7	37.50	\$32.889 1	\$33.4748	\$34.070 0	\$34.677 0	\$35.294 0	\$35.9226	\$36.562 0	\$37.212 0
		\$36.485 3		\$37.795 7	\$38.468 5	\$39.153 2		\$40.559 5	\$41.281 5
T-8	37.50	\$34.205 0	\$34.8138	\$35.433 5	\$36.064 0	\$36.706 0	\$37.3595	\$38.024 5	\$38.701 0
		\$36.978 1		\$38.306 5	\$38.988 1	\$39.682 0		\$41.107 0	\$41.839 0
T-9	37.50	\$37.944 7	\$38.6201	\$39.307 6	\$40.007 2	\$40.719 4	\$41.4442	\$42.181 9	\$42.932 7
		\$40.221 4		\$41.666 0	\$42.407 7	\$43.162 5		\$44.712 8	\$45.508 7
T-10	37.50	\$42.634 7	\$43.3936	\$44.166 0	\$44.952 1	\$45.752 3	\$46.5667	\$47.395 6	\$48.239 2
		\$45.192 8		\$46.816 0	\$47.649 3	\$48.497 4		\$50.239 3	\$51.133 6
T-11	37.50	\$47.904 3	\$48.7570	\$49.624 9	\$50.508 2	\$51.407 3	\$52.3223	\$53.253 7	\$54.201 6
		\$44.910 2		\$46.523 1	\$47.351 5	\$48.194 2		\$49.925 2	\$50.814 0
T-12	37.50	\$47.904 3	\$48.7570	\$49.624 9	\$50.508 2	\$51.407 3	\$52.3223	\$53.253 7	\$54.201 6
		\$44.910 2		\$46.523 1	\$47.351 5	\$48.194 2		\$49.925 2	\$50.814 0

## Mid-Management, Technical Professional Classifications

Grade	Classification	
<b>T-1</b>	Assistant Home Care Coordinator Clinical Social Worker I	
<b>T-2</b>		
<b>T-3</b>	Clinical Social Worker II Home Care Coordinator	
<b>T-4</b>	Clinical Social Worker III Human Resources Coordinator	Substance Abuse Counselor Therapeutic Recreation Specialist
<b>T-5</b>	Benefits Supervisor-Human Resources Program Manager - COA Legal Office Manager/Senior Paralegal	Senior Accountant - Comptroller Payroll Coordinator
<b>T-6</b>	Assistant Director of Human Resources Landscape Architect	Geographic Information Systems Analyst Preservation Planner
<b>T-7</b>	Assistant Collector Assistant Town Treasurer Chief Emergency Telecommunications Dispatcher Community Health Manager Coordinator of Substance Abuse & Violence Prevention	Energy Systems Manager Human Services Coordinator Supervisor of Services – COA
<b>T-8</b>	Administrative Manager - DPW Community Development Administrator Sr. Programmer Analyst	Procurement Officer Environmental Health Supervisor-DPW
<b>T-9</b>	Assistant Assessor-Residential/Commercial Conservation Administrator Database Administrator – I.T. Director of Golf Housing Development Manager Landscape Planner & Architect Operations Manager - Public Buildings	Operations Manager - Highway & Sanitation Operations Manager - Parks & Open Space Operations Manager - Water & Sewer Space Public Safety Business Manager Plans Review Inspector Supervisor of Fleet and Facility Services Urban Forestry Manager –Parks
<b>T-10</b>	Assistant Library Director - Administration Assistant Library Director - Technology Assistant Director of Recreation Assistant Comptroller Assistant Town Clerk Building Project Representative Chief Building Inspector Director of Veterans Services/Emergency Prep. Coord.	GIS Database Administrator Information Systems Analyst – IT & Fire Network Systems Administrator Project Manager - Building Assistant Director of Recreation Senior Assistant Assessor Web Developer Zoning Administrator
<b>T-11</b>	Assistant Director of Regulatory Planning Chief Sanitarian/Asst. Director of Public Health Director of Public Health Nursing/Epidemiology	Assistant Director of Community Planning Manager of Network Operations
<b>T-12</b>	Deputy Assessor – Residential Valuation Director	Transportation Administrator
<b>T-13</b>	Economic Development Officer Manager of Network Operations	
<b>T-14</b>	Associate Town Counsel Payroll Director	
<b>T-15</b>	Building Project Administrator Director of I.T. Applications	Deputy Building Commissioner Director of Public Buildings

## Police Rate Schedule & Classifications

Rates as of July 1, 2011\*

40 Hours Per Week

Grade	Minimum	Step 1	Step 2	Maximum
<b>P-1</b>	\$21.9970	\$23.2628	\$24.5283	\$25.7938
Police Officer				
<b>P-2</b>	x	x	x	\$31.2103
Police Sergeant				
<b>P-3</b>	x	x	x	\$36.8283
Police Lieutenant				
<b>P-4</b>	x	x	x	\$43.4573
Police Captain				

\*Rates as per the most recent Memorandum of Agreement



## School Traffic and Parking Control

### Rate Schedule & Classifications

Rates Effective July 1, 2011

Grade	Classification	Hours	Hourly Rate
<b>ST01</b>	School Traffic/Parking Control-Full Time	37.5	\$21.2564
<b>ST2A</b>	School Traffic Supervisor – Part Time	Under 20	\$22.6448
<b>ST2B</b>	School Traffic Supervisor & Parking Control Officer - Part Time*	Under 20	\$22.6448
	* Parking Control Officer work is paid at a separate rate		
<b>ST2C</b>	Parking Control Officer – Part Time	Under 20	\$19.5584
<b>ST3A</b>	School Traffic Supervisor & Parking Control Officer - Part Time**	Over 20/Under 37.5	\$19.8316
	** Combined pay rate for both jobs		
<b>ST3B</b>	Parking Control Officer	Over 20/Under 37.5	\$19.2684
<b>ST4A</b>	Parking Control Officer – Full Time	Under 20	\$19.2684
<b>ST4B</b>	Parking Control Officer – Full Time**	Under 20	\$20.6327
	** Grandfathered employees		

## **Ungraded Classification & Rate Schedule**

**Rates Effective July 1, 2011**

<b>Classification</b>	<b>Rate</b>	<b>Per</b>
Activity Specialist - Recreation	\$24.1413	Hour
After School Director - Recreation	\$15.3011	Hour
BETS Administrator - COA	\$11.4876	Hour
Budget Analyst – Advisory Committee	\$32.9365	Hour
Business Manager- DPW/Water	\$29.1734	Hour
Commercial Areas Coordinator	\$36.9337	Hour
Community Aide I – COA	\$12.4331	Hour
Community Aide II – COA	\$20.9773	Hour
Daycare Inspector I – Health	\$674.98	Month
Daycare Inspector II – Health	\$1,431.15	Month
Emergency Preparation Coord. -Health	\$33.8886	Hour
Exec. Asst. to the Chief of Fire	\$28.1475	Hour
Facilities Assistant – Recreation	\$16.5445	Hour
Golf Greenskeeper - Recreation	\$12.7415	Hour
Jobs Program Coordinator-COA	\$19.7957	Hour
Lead Bus Driver - Recreation	\$21.4216	Hour
Outreach Worker - Health	\$25.0000	Hour
Park Ranger	\$13.0000	Hour
Police Park Security Intern	\$12.6300	Hour
Seasonal Laborer - DPW	\$12.7414	Hour
Senior Clerk Typist – DPW Admin.	\$22.7301	Hour
Superintendent of Fire Alarm	\$31.3689	Hour
Van Driver – COA	\$12.4331	Hour
Violence Prevention Coordinator – Police	\$28.1700	Hour

## **Brookline Living Wage\***

<b><u>Date</u></b>	<b><u>Rate</u></b>
July 1, 2002	\$10.3000/hour
July 1, 2003	\$10.5060/hour (2%)
July 1, 2004	\$10.7161/hour (2%)
July 1, 2005	\$11.0375/hour (3%)
Jan 1, 2006	\$11.1478/hour (1%)
July 1, 2006	\$11.3707/hour (2%)
Jan 1, 2007	\$11.4844/hour (1%)
July 1, 2007	\$11.7140/hour (2%)
July 1, 2008	\$11.9483/hour (2%)
Jan. 1, 2009	\$12.0678/hour (1%)
July 1, 2009	\$12.0678/hour (0%)
July 1, 2010	\$12.2492/hour (1%)
July 1, 2011	\$12.4331/hour (1.5%)

## **Minimum Living Wage\*\***

July 1, 2009	\$9.00/hour
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\*Refer to Living Wage By-Law for more detail

\*\* Minimum wage for positions exempt from the Living Wage By-Law